

THE EMPLOYEE SOURCE

WINTER 2004

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Delivering Excellence Every Day

MIAMI-DADE
COUNTY



Miami-Dade County Employees
"Delivering Excellence Every Day"
through the **United Way**
Campaign

see page 3 for full story



Goodwill Ambassadors diplomats for the County

By Lynn Norman-Teck

Donna Thomas-Jones is still excited about early voting. Weeks after the Presidential election, she fondly reminisces about the people she met while working as a **Goodwill Ambassador** for two weeks at the Caleb Center.

"I can't get the beautiful expressions on voter's faces out of my head...especially the older and younger folks," exclaims **Donna**, who works in the **Finance Department**. "It's a powerful thing...the way people look when they've just voted and we place an *"I Voted Today"* sticker on them. The U.S. thrives on this...the democratic process ...all of us voting, making a difference."

And what a difference the **Goodwill Ambassadors** made. With more than 244,000 registered voters taking advantage of early voting, the Ambassadors were key to its success.

More than 350 **Goodwill Ambassadors** were assigned to the County's twenty early voting sites from August 18th to the 31st; and over 1,200 staffed all polling sites on Election Day. The volunteers - made up of Miami-Dade County employees trained by the County's **Office of Community Relations (OCR)** -- not only distributed sample ballots and answered questions, but they also played a vital role in keeping the lines flowing and the crowds comfortable, especially when the lines got long and the days hot.

Early voting was not the first time **Goodwill Ambassadors** were dispatched. A few years ago, hundreds of volunteers donning bright yellow t-shirts took to the streets of South Beach to assist the City of Miami Beach with their annual Memorial Day Weekend festivities. With thousands of visitors expected to descend on a 15-square block area, the **Ambassadors** were the face of South Florida - providing assistance, directions and mediation where necessary. They also played a key role during the Free Trade Area of the Americas meeting in downtown Miami in October 2003, at Spring Break in Daytona Beach and were instrumental in assisting evacuees at Red Cross shelters during Hurricanes Frances and Jeanne.

According to **Reverend Willie Sims, Coordinator of the Special Projects Division for OCR**, the nationally-recognized **Goodwill Ambassador** program was created to assist during special events such as national conventions, parades, festivals, elections, music concerts, protest rallies and other major activities.

"The **Goodwill Ambassador** program started about four years ago," explains Reverend Sims. "It's an updated version of the County's Crisis Team which started in 1968. The difference is that the Crisis Team responded after an incident to restore

See page 5

New Name... New Look!

What better way to end 2004 than with a new name and feel?

The Employee Source is **your** official Miami-Dade County employee magazine. It will be jam-packed with information about **you** and for **you**!

Please send your newsworthy story ideas to: ariasvi@miamidade.gov.

The Employee Source

Your guide to everything County!
Winter 2004

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Carlos Alvarez
Mayor

For nearly three decades, I have worked for this community in very much the same way you are - as a proud, public servant. Being a public servant requires something very special from the individual and taking on the challenges of this rewarding career requires many things.

It requires a true love for the place we live in, a deep desire for wanting to improve our community and a compassionate heart to help the people we serve. In my new role as Mayor, I am committed to leading Miami-Dade County with the same drive and desire I had when I was working alongside each of you.

One of the most exciting things I am looking forward to, is working with all of you as we set out to achieve the goals of

becoming a thriving metropolis and a community which we can all be proud of. Whether it's ensuring that our Seaport and Airport have international appeal or making certain our neighborhood parks are filled with families enjoying the assortment of programs that are offered, I am confident that we can surpass the expectations of our residents and visitors. I challenge each of you to recall what it was that first attracted you to the public service profession as you perform your job responsibilities and continue to provide unsurpassed customer service.

I hope that we will have the opportunity to meet soon. Until then wishing you and yours a safe and happy holiday season!

Meet the new Miami-Dade Board of County Commissioners

Two new and five re-elected Miami-Dade County Commissioners were sworn in to office on November 16, 2004 at the James L. Knight Center in downtown Miami. During the ceremony, former **Commissioners Betty Ferguson**, District 1, and **Jimmy Morales**, District 7 were recognized by their peers for their years of service to this community.

On November 30, in one of the most important actions since their swearing in, commissioners elected **Joe A. Martinez** as their Chairman, and **Dennis C. Moss** as their Vice Chairman. On December 7, the Chairman and Vice Chairman were given the oath of office and during that ceremony former Chairperson, **Dr. Barbara Carey-Shuler** and former Vice-Chairperson, **Katy Sorenson**, were honored for their leadership over the past two years, including the development of procedures to address new responsibilities approved through charter amendments in 2002.



Vice Chairman Moss and Chairman Martinez at their swearing in ceremony.



From left to right: Commissioners Bruno A. Barreiro, Carlos A. Gimenez, Dennis C. Moss, Senator Javier D. Souto, Katy Sorenson, Dorrin D. Rolle, Barbara J. Jordan, Sally A. Heyman, Joe A. Martinez, Natacha Seijas, Dr. Barbara Carey-Shuler, Rebeca Sosa and Jose "Pepe" Diaz seen here after the Installation Ceremony.

From the County Manager



George M. Burgess
County Manager

As another year comes to a close, it's time to reflect on our many accomplishments and the people who made them happen. One of the most significant endeavors was the *"Building Better Communities"* Bond Program which was overwhelmingly successful this past election season.

The *"Building Better Communities"* Bond Program was developed to help our community realize important capital improvement projects while maintaining our current millage rate. I am thrilled that the voters made the future of Miami-Dade County their priority by supporting the Program. The level of success at the polls was evident and would not have been possible had it not been for the County employees who worked tirelessly to make it a reality. Deployed from various departments, these employees came together and personified the standard of *"Delivering Excellence Every Day."* To them, I say thank you.

Another triumph realized was the success of the 2004 Presidential election. In November, with the eyes of the world upon us, County employees and volunteers made the election process a smooth one. Your dedication and hard work were the ingredients to achieving a great run at the polls, thank you for your dedication.

The end of one year means the start of another and the opportunity to look ahead towards a bright future. For Miami-Dade County, our future looks bright indeed. Our new mayor, Carlos Alvarez, brings years of experience as a proven leader who gets things done. He is joined by new Chairman Joe A. Martinez and Vice Chairman Dennis C. Moss, our two newest Commissioners, Barbara Jordan and Carlos Gimenez, as well as our returning Commissioners. I welcome each of you and look forward to working with all of you to help make Miami-Dade better and better each day.

To each of you and your families, a safe and happy holiday season.

Cover Story

Miami-Dade County's United Way Campaign making a difference one employee at a time



As the 2004-2005 **Miami-Dade County's United Way Campaign** winds down, it's time to recap the fun and festivities and recognize the people who helped make the

County campaign an overwhelming success.

Campaign Director and Assistant County Manager, Alex Muñoz along with **Campaign Coordinator, Catherine A. Minnis**, on loan from Team Metro, helped to motivate and inspire Departments in reaching their goals.

A Look Back At The Campaign

Miami-Dade County officially kicked off its United Way Campaign on July 16 at the Rusty Pelican. Party goers donned their favorite sports team jersey and boogied down with the Florida Marlin's dancers and Kim and Scott McCartney of the SAK Foundation! It was a chance for employees to get motivated and excited about the upcoming campaign year.

Fabulous Fundraisers

This year, County Departments went all out and created special fundraising activities to help them reach their Departmental goals. From waffles (**ETSD**) to Metro Passes (**MDT**) to bake sales (**Planning and Zoning, ERD, DERM, Cultural Affairs & Art in Public Places, Homeless Trust, Elections, Team Metro and Finance**) to basket giveaways (**Finance and Building**) to raffles galore (**Communications, ERD, South Florida Workforce, Consumer Services, Team Metro West, Department of Health and Human Services, Miami-Dade Police, Tax Collector and CITT**) to a Tiki Bar sans the alcohol (**GSA**) to food, food and more food, each event helped to collect funds for the campaign. Each activity was more creative than the next and helped to forge bonds between colleagues and create a healthy competition among Departments. "I was so impressed by

the thought and effort that the Departments went through to raise money for the cause. They truly gave of themselves which says so much about the type of people who work for Miami-Dade County," commented **Ms. Minnis**.

Top Departments

Departments were provided with specific goals and while the goal is primarily based on employee contributions, achieving their goals is directly linked to the "extra" contributions received. This year, **Solid Waste Management**, under the direction of **Kathie Woods-Richardson** was \$18,000+ over their goal, following closely behind at \$10,000+ over their goal was **Transit** and **CITT** in third with \$6,000+ over goal. Other Departments who performed above their goals were: **Business Development, Fire Rescue, Team Metro, Employee Relations, Finance, Property Appraisal, Office of Agenda Coordination, Consumer Services, Homeless Trust, MMAP, Cultural Affairs** and **Vizcaya**.

In addition to Departmental success, the **United Way Green Family Foundation** recognized "rank and file" public service employees who perform their professional duties with excellence and go above and beyond the job. The award was presented during the throes of the County's campaign and on November 8th **County Manager George M. Burgess** presented **Cyrus McArthur** from the **Housing Agency**, and **Michael Medina** from **Police** with this distinction.

The Big Day

On November 6th, a volunteer blitz in conjunction with Hands on Miami carried out an intense work project that included more than 3,000 volunteers. Participants painted, planted and cleaned up neighborhoods and beaches throughout the community.

What It All Means

The United Way brings us together as a community to do what none of us can do alone - create sustainable changes that improve lives. Every day, in every part of our community, United Way is impacting the issues

that matter most to us. By effectively investing resources and building partnerships, United Way is preparing children for a lifetime of learning, teaching moms and dads how to be better parents, keeping teens safe and out of trouble, helping seniors remain healthy and independent, giving people the skills they need to make it on their own and making sure help is there during emergencies. By helping people lead better lives, United Way touches all of our lives...today, tomorrow and forever.

For more information about the United Way and how you can help take care of what matters, contact **Catherine A. Minnis, United Way Coordinator** at (305) 375-4057.

Special Thanks To

Sheryl Singletary, Senior Development Officer, United Way

United Way Loaned Executive Program Fall Session Participants

Gorki A. Carrillo, Solid Waste Management

Damarys M. Isler, GSA

Pedro N. Mesa, MDPD

Nora Palou, Building

Traci Y. Pollack, Metro Miami Action Plan

Tanaka Stringer-Charles, Human Services

Pamela Lisa Thompson, Office of Strategic Business Management

Labor Unions

Marie Mobley, AFSCME, Local 3292

Lemul Wymys, AFSCME, Local 3292

Terri Daniels, AFL-CIO, Local 291

Brian Davis, AFL-CIO, Local 291

Gary Rainey, Firefighters - Local 1403

James O'Reilly, AFSCME Local 1542



Beth Carlton and Lorena Zapustas bring the feel of the Tropics to the SPCC during a United Way fundraiser!



Miami-Dade County forged an important partnership with the local Unions to support the United Way. From left to right: Brian Davis and Terry Daniels from the AFL-CIO #291; Assistant County Manager, Alex Muñoz; Al Cruz and Stan Hill from IAFF #1403 and Fred Frost, President South Florida AFL-CIO.

Doing Good D.E.E.D.s “Delivering Excellence Every Day” Super Employees who are Super Heroes

By Frank Calderon



County Good Guy Gets His Man

Charles "Chuck" P. Harvey, an Enforcement Officer in the **Consumer Services Department**, is not one to let bad guys get away. While doing his job monitoring the operations of for-hire vehicles (such as taxi cabs), Harvey saw what he thought at first was an accident scene. Turns out it was a struggle between an alleged thief and someone trying to prevent his escape. Harvey joined the fray, helping to nab the suspect.



Charles "Chuck" P. Harvey



Tremmelle Raymond, Tourre Smith and Larry Jackson

County Workers Go Deep To Help

Maintenance repairmen **Tremmelle Raymond**, **Tourre Smith** and **Larry Jackson**—all of the **Water and Sewer Department** went "deep" to help an injured man recently, twenty-five feet deep, to be exact! The injured man, a contractor, had been working on an empty water-softening tank at the Department's John E. Preston Water Treatment Plant in Hialeah when he fell 25 feet into the tank's concrete bottom. **Smith** called for emergency services as **Raymond** and **Jackson** hurried to the man's side, providing aid and helping to keep him calm.

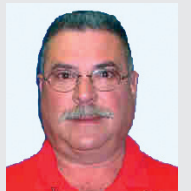
County Employees Put Out Fire

They're not firefighters—they're with the **Corrections and Rehabilitation Department**, but recently, **Sergeant Anthony Perrone** and **Corrections Officer Manuel Bouzo** did their best to put out a fire. The pair saw smoke and flames coming from a vehicle parked at the Martin Luther King, Jr. Building Parking Garage. Each man ran off in a different direction to find a fire extinguisher. After finding one and putting out the fire, the men kept others away from the building until police and fire department officers could make it to the scene.

Way to go, Miami-Dade County employees for doing Good D.E.E.D.s and delivery excellence everyday! To submit a Good D.E.E.D.s story, please contact Frank Calderon at fcald@miamidade.gov.



Sergeant Anthony Perrone



Corrections Officer Manuel Bouzo

Moving Up! Congratulations to the newly promoted

By Hernando Vergara

Deputy County Manager Named



Miami-Dade County Manager George M. Burgess recently promoted **Assistant County Manager Pedro "Pete" Hernandez** as **Deputy County Manager**. In his new role, Hernandez will provide direct assistance in helping to address countywide management issues, including special assignments and projects. He will also act on the Manager's behalf as required.

Hernandez's Departmental assignments include administrative and operational oversight of the **Planning and Zoning, Building, Building Code Compliance, Environmental Resources Management and Public Works Departments**. He also serves as the liaison to the **South Florida Regional Planning Council, Miami-Dade Public Schools and the Intergovernmental Affairs/Dade Delegation**.

Prior to his appointment as Assistant County Manager in 1998, he served as Director of the Miami-Dade Water and Sewer Department and was Director of the Public Works Department.

New Housing Director On Board



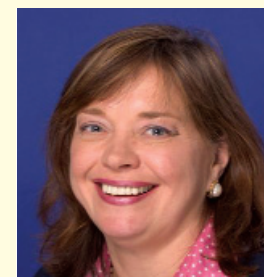
In October, **Burgess** also appointed **Alphonso K. Brewster** as **Miami-Dade Housing Director**. As Director, **Brewster** has exceeded the projected goals that were set out in the business plan for this fiscal year. A total of 307 new homeownership loans were closed, including 16 loans with the Section 8 Homeownership Program.

"I'm very pleased to see our Development and Loan Administration Division surpass its goals in its effort to provide quality affordable housing opportunities for low and moderate-income residents," **Brewster** said. The loans represent an investment of over \$11 million in Surtax or State Housing Initiative Partnerships (SHIP) funds in the form of subsidized second mortgages. The total value of properties acquired by low- and moderate-income families was \$32,365,000 and the participation of private lenders was \$19,886,652. This represents an average county subsidy of 35 percent of the cost of housing for new homebuyers. Additionally, MDHA's construction lending unit closed 19 loans, for a total County investment of nearly \$16 million, \$1 million of which was funded by SHIP and the balance from Surtax. This represents the devel-

opment of 2,546 affordable housing units including 275 destined for homeownership.

MDHA is the ninth-largest housing agency in the nation, with 774 full-time employees. The agency is responsible for housing more than 30,000 residents; it has contractual agreements with seven private companies for property management services; provides for Section 8 subsidized payments for 16,000 units; and administers an array of specialized housing opportunities for special populations and the homeless.

Community Image Manager Appointed



Veteran County employee, **Alyce M. Robertson**, was appointed to the new position of **Community Image Manager**. In this capacity, **Ms. Robertson** will be responsible for the "look" of roadways and transportation gateways throughout the county. **Ms. Robertson** was

most recently the Assistant Director of DERM and has 25 years of dedicated public service to Miami-Dade County.



Your County Commission in action!

By Hernando Vergara

More than 300,000 pounds of much-needed supplies are donated to ravaged Caribbean Islands and fellow Floridians



Donated goods are prepared for loading in the FedEx plane.

In spite of a challenging parade of storms impacting our own community, Miami-Dade County employees and residents came through collecting more than 300,000 pounds of goods. These goods were donated to our neighbors in Florida and throughout the Caribbean nations that were ravaged by Hurricane Charley and other serious storms.

Our community responded to the cry for help by donating thousands of pounds of much needed supplies at collections centers throughout Miami-Dade. "I am extremely proud of my fellow Commissioners and all County staff who made donations," said **Commissioner Dr. Barbara Carey-Shuler**. "Miami-Dade County has received so much support over the years from around the world going back to Hurricane Andrew, so I'm glad that this time we had the opportunity to help someone else."

The first relief shipment left Miami-Dade on August 18th and made its way to impacted areas on the west coast of Florida. In October and November, corporate sponsors FedEx, AmCar Freight and Seaboard Marine partnered with Miami-Dade County in its Caribbean Relief Effort, Mission of Hope. Mission of Hope delivered the goods to the Caribbean nations of Haiti, Dominican Republic, Grenada, the Bahamas and Jamaica.

Miami-Dade Commissioners collectively contributed more than \$100,000 in funds from their respective office budgets. These dollars were used to purchase much-needed goods and were transported free of charge by these corporate sponsors.



Relief trucks transported donations to the west coast of Florida.



From left to right: Sol Angel Santana from the Dominican Republic, Commissioner José "Pepe" Diaz, FedEx Representatives Liana Sucar and Julio Colomba, Commissioners Dr. Barbara Carey-Shuler, Rebeca Sosa and Dorrin D. Rolle and Representatives from the Dominican Republic gather together to thank FedEx for their transportation services during this campaign.

Goodwill Ambassadors *From Front Cover*



Assistant County Manager Alina Tejeda-Hudak works with Goodwill Ambassadors to help keep the polls running smoothly.

calm to a community, but the **Ambassador** program is proactive - we are on the streets to help prevent incidents from occurring." The program has been a huge success and serves as a model for other communities nationwide. The program has even been recognized by the US Department of Justice for its outstanding community outreach efforts.

"The men and women of the **Goodwill Ambassador** program are an invaluable asset. They helped make our early voting process a success...we couldn't have done it without them," said **County Manager George Burgess**. "They are just another example of how Miami-Dade County went the extra mile to accommodate voters and deliver excellence."

Interested in becoming a **Goodwill Ambassador**? Contact **Gene Hitchens in the Office of Community Relations at (305) 375-5730**.

Another County employee delivering excellence every day!

Rachel Tourgeman of **Miami-Dade County's Department of Human Services (DHS)** takes her role as **Community Relations Director** to heart. For the third year

in a row, **Rachel**, along with **Safespace**, has coordinated the Domestic Violence March which was held on October 24th. The Domestic Violence March helps to illuminate the often quiet crime of domestic violence. For the last three years, hundreds of participants wearing white wedding dresses, in memory of Ms. Gladys Ricart who was killed on her wedding day by an ex-boyfriend and other victims of domestic violence, lit candles in honor of the victims' lives. Through her role in DHS, **Rachel Tourgeman delivers excellence every day!**



Rachel Tourgeman leads the rally.



And the awards go to...

The Florida Government Communicators Association (FGCA) recognized Miami-Dade County with several distinctions

- The "County Citizen" received **3rd Place** as well as the **Judges Award** for external publications.
- Miami-Dade County received **2nd Place** for its **Free Trade Association of the Americas Crisis Communications Plan**
- And finally, MDTV was the **1st Place** winner in the **Public Service Announcements category** for, "Please Abide, Move Aside."

The honors were presented during the FGCA's annual awards ceremony. FGCA consists of government professionals whose primary responsibilities include informing the public and maintaining the image of the entity (City, County, Department, etc.) they represent. The majority of its membership is made up of communications professionals.

Department of Procurement Management recognized

The **Department of Procurement Management** was awarded the "2004 Annual Achievement of Excellence in Procurement Award" by the National Procurement Management Institute. The award recognizes innovation, professionalism, e-procurement, productivity, and leadership in the field of procurement.

Miami-Dade County Web Portal Receives 'Best Of The Web' National Award

Miami-Dade County's web portal, www.miamidade.gov, recently won top prize in the county portal category by the **Center for Digital Government's 2004 Best of the Web** contest. *Best of the Web* grades state, city, county and education Web sites on innovation, efficiency, economy and functionality for improved citizen access. The Center for Digital Government is a national research and advisory institute on information technology.

Miami-Dade County Receives Recognition For Performance Management

Miami-Dade County received the highest award, the **Certificate of Distinction**, from the **International City/County Management Association (ICMA) Center for Performance Measurement** for our use of performance information in the management of local government (Strategic Plan). The **ICMA** promotes excellence in local government through professional management.

Awards

Employee Discount Programs

Take advantage of the phenomenal discounts and special offers just for being a Miami-Dade County employee!

Visit www.miamidade.gov/benefits/discountprograms.asp or call (305) 375-5633 for more information.

Get the latest discount flyers and offers from the following businesses:

- Bank/Credit Union offers
- Car Rental/Buying discounts
- Cultural/Sporting Event discounts
- Home Mortgage discounts
- Hotel/Restaurant discounts
- Mobile Phone Promotions
- Store Discounts
- Vacation/Cruise Packages
- Kenpo Karate of Kendall
- Computer Discounts
- Commuter Services
- Education/Training discounts



Announcing...

In an effort to help Departments develop performance measures, the **Office of Strategic Business Management (OSBM)** has prepared a guide to "Results-Oriented Government and Performance Measurements." Check it out at: www.miamidade.gov/excellence/reading_list.asp

Don't forget...

All written or emailed internal and external County communications must feature the new County logo. For a look at the County Branding Guide log on to www.miamidade.gov/webguide/logo/index.htm

Holidays are not only for celebrations, but can showcase talents, too!

Celebrating the holidays at the Office can help build morale and foster teamwork. Employees will have fun decorating their office space or planning the holiday office party. Groups of employees who work together on difficult and challenging projects may find that taking a break to work on entertaining and light-hearted projects encourages new relationships and helps to recharge batteries! When employees from different Departments or Divisions share a common project or activity it helps to improve communication and inter-departmental cooperation.

Tips for the Holiday Season

Next holiday season appoint a Department volunteer or create a committee to coordinate holiday activities. Decide what the event or contest will include, when and where it will take place and set a budget for the event. Then get the word out. Use whatever employee communication methods you have to announce the activity. Post it on bulletin boards and in the lunch room or send out an email announcing the activity.

Some Ideas

• Hosting a Holiday Party

This usually works best at lunch time or after work. You can set it up in your Department's conference or lunch room or you may prefer to hold it outside the office. Decorate using a festive theme, but make sure everything is fireproof. The party can be as simple or as extensive as time and budget allow. It can be as informal as punch and cookies and a buffet lunch to as fancy as a sit down meal. Having a party increases the time that employees from different Divisions interact with each other and provides a venue for judging a costume or other kinds of contests.

• Costume Contest for Halloween

Set up and publish the contest rules, including categories. You may want to have separate contests for teams and for individuals. Award prizes for best, most original, scariest, lamest, etc.

• Office Area Decorating

Decorating in a manner reflective of the holidays is not only fun and entertaining but also improves morale and plays an important role in creating a festive mood during your other holiday activities.

These activities and events can be great ways to promote employee morale, teamwork and inter-departmental cooperation. They can also help you identify creativity, innovation and leadership talents among your colleagues and employees that can be developed for business purposes. Besides being good for business, it can be fun. Give it a try.

Next year, **The Employee Source** will host a contest recognizing the "Most Spirited" Departments. Remember, it's not too early to start planning now.

Please send us a photo of how your Department celebrated the holidays by January 21, 2005. We will post all photos online and help you get ready for next holiday season.



When employees and visitors arrive on the 24th floor of the Stephen P. Clark Center and come out of the elevators they step right into the holiday spirit courtesy of Nancy Calay of GSA.



Calendar

Business Taxes Seminar

Presented by the Florida Department of Revenue

If you are a small business owner, this class will teach you about preparing your taxes and proper documentation required from the State of Florida. Learn about proper regulations that must be followed when starting a new business. Registration and remittance of taxes due is fully explained by representatives from the Florida Department of Revenue.

Classes are:

The first Thursday of each month from 1:00 p.m. - 4:00 p.m. (IN ENGLISH) and the second Thursday of each month from 1:00 p.m. - 4:00 p.m. (IN SPANISH) at 3050 Biscayne Blvd. Suite # 201 Conference Room. For more information, call (305) 579-2730.

Miami-Dade Toastmasters Club #8251

Meets every Wednesday from Noon to 1:00 p.m. at the SPCC Conference Room #18-1. President, Sharon Smith may be reached at (305) 375-2784 or contact Aida L. Guerra-Zapustas, VP of Public Relations at (305) 375-3968.

Learn Spanish on Your Lunch Hour

Starting Early January 2005

Miami-Dade County University and Miami Dade College has partnered to bring language classes to a convenient location in the Downtown area. Beginning, Intermediate and Advance Spanish classes are being offered. For more information, check http://www.miamidade.gov/empres/language_classes.asp

Improve Your Public Speaking Skills

Miami-Dade County University and Barry University are offering an onsite Public Speaking/Presentation Certificate program for Miami-Dade County managers, supervisors, and trainers. Earn a certificate or select 30 hours of electives. The 30-hour certificate program requires 18 hours of core courses and 12 hours of electives delivered in full or half-day interactive sessions. In addition to professional training, the program will grant up to three Continuing Educational Units (CEUs). For details, visit www.miamidade.gov/empres/new_courses.asp

Women's heart disease knows no borders or boundaries

Take part in **Sister to Sister - National Woman's Heart Day** for a free heart-health screening.

Did you know that heart disease is the number one killer of women worldwide? In fact, heart disease kills more women than the next 7 causes combined. On Friday, **February 18, 2005**, women around the country will be participating in a high energy day of activities ranging from free heart-health screenings, cooking and fitness demonstrations, educational speakers, to exhibits and giveaways.

County employees are encouraged to participate in a free, local health fair at the **James L. Knight Center (Miami Convention Center), 400 SW 2nd Ave. The fair is open from 8:30 am-2:00 pm.**

Make sure to bring your county ID to the health fair for faster service and screening.



National Woman's Heart Day - Local Health Fair
Friday, February 18, 2005
James L. Knight Center (Convention Center)
400 SW 2nd Ave. 8:30 am - 2:00 pm

Something to think about from the Editor



Shed It And Forget It...

Not those unwanted pounds, but those heavy feelings of resentment, bitterness and anger that may be weighing you down. Why not start off 2005 with a leaner, fitter spirit that has achieved its goal by forgiving and letting go? While cellulite only impacts you and your thighs, a negative attitude can hurt those you live with and work around. Work off those bad feelings by saying "No!" to the bad stuff - jealousy, envy and blame and saying "Yes!" to the good stuff - forgiveness, compassion and encouragement.

Instead of sitting around stewing over the wrongs in your life "sweat it out" by recounting all the rights you are so fortunate to have. Instead of reaching for that extra helping of helplessness reach for hope - it will do your soul good. And should you fall off the wagon (as we will all do every once and awhile) get right back up and dust yourself off because "nothing tastes as good as being good feels!"

Shed it and forget it! Just something to think about - have a blessed 2005!

Victoria I. Arias

Comments? Suggestions?
We'd love to hear from you!
Please send your opinions to:
editor@miamidade.gov



Carlos Alvarez
Mayor

Board of County Commissioners

Joe A. Martinez, Chairman
Dennis C. Moss, Vice Chairman

Barbara J. JordanDistrict 1
Dorrian D. RolleDistrict 2
Barbara Carey-Shuler, Ed.D. ...District 3
Sally A. HeymanDistrict 4
Bruno A. BarreiroDistrict 5
Rebeca SosaDistrict 6
Carlos A. GimenezDistrict 7
Katy SorensonDistrict 8
Dennis C. MossDistrict 9
Sen. Javier D. SoutoDistrict 10
Joe A. MartinezDistrict 11
José "Pepe" DiazDistrict 12
Natacha SeijasDistrict 13

Harvey Ruvin
Clerk of Courts
George M. Burgess
County Manager
Robert A. Ginsburg
County Attorney

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20 words max, include your contact
number or email address and mail to:
editor@miamidade.gov

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